

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

NOTICE OF INTRODUCTION AND PUBLIC HEARING

NOTICE IS HEREBY GIVEN, that the Snohomish County Council will hold a public hearing to consider Ordinance 25-072 on Wednesday, November 5, 2025, at 10:30 a.m., in the Jackson Board Room, 8th Floor, Robert J. Drewel Building, 3000 Rockefeller Avenue, Everett, WA, in conjunction with a remote meeting via the following Zoom link:

Zoom Webinar Information:

Join Online: <https://zoom.us/j/94846850772> or by Phone: (253) 215-8782
Meeting ID: 948 4685 0772

PROPOSED ORDINANCE NO. 25-071

AN ORDINANCE ESTABLISHING THE 2026 PAY PLAN

Summary: Snohomish County Code 3A.05.010 provides that the Human Resources Director prepares and submits a proposed ordinance establishing an annual pay plan. Amended Ordinance No. 24-083 stipulates that the compensation levels of non-represented county employees shall align with those of represented employees who are not subject to interest arbitration in their collective bargaining agreements. This ordinance establishes the rate tables for both classified and non-classified employees of the County. Rate tables for represented employees are consistent with their collective bargaining agreements. The Classified rate table has been modified to create a true five percent (5%) between steps and pay grades, correcting an inconsistency that existed previously with variances from 4.8% to 5.2%. Additionally, a new Step 6 has been added consistent with collective bargaining agreements with AFSCME represented employees. The Health Department Non-Represented Rate Table represents the same 2.72% increase agreed upon with the majority of represented bargaining units in the Health Department. Also, the rate table was expanded by 18 pay grades to accommodate the transition of non-classified personnel. The amended rate table has been renamed the Classified / Non-Classified rate table. Exhibits A through T illustrate the proposed rate tables for 2026 for classified and non-classified employees.

At the Public Hearing, the Council may consider amendments to the proposed ordinance.


For More Information: Copies of the full ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mailing Contact.Council@snoco.org. Files are also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx> (File # 2025-3350).

Public Testimony: The public may testify in person or remotely. Written testimony may be sent to Snohomish County Council, 3000 Rockefeller Ave M/S 609, Everett, WA 98201, or e-mailed to contact.council@snoco.org. Submitting written testimony 24 hours prior to the hearing will ensure copies are distributed to the Council and appropriate staff in advance of the hearing.

American with Disabilities Act Notice: Accommodations for persons with disabilities are available upon request. Please contact Elena Lao one week prior to the hearing at (425) 388-3494, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mail elena.lao@snoco.org.


Dated this 21st day of October, 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council

Publish: October 23, 2025

SUBMIT AFFIDAVIT TO: County Council

SUBMIT INVOICE TO: Human Resources - 104502

Everett Daily Herald

Affidavit of Publication

State of Washington }

County of Snohomish } ss

Michael Gates being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH1021582 ORDINANCE 25-072 as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 10/23/2025 and ending on 10/23/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$103.85.

Subscribed and sworn before me on this

23rd day of October,

2025.

Randie Pospical

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502
ELENA LAO



SNOHOMISH COUNTY COUNCIL
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SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington
/s/ Nate Nehring
Council Chair

ATTEST:
/s/ Elena Lao, CMC
Deputy Clerk of the Council
104502
Published: October 23, 2025.

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